

Exhibit A

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

 FEPA
 EEOC

551-2020-02759

Washington State Human Rights Commission

State or local Agency, if any

and EEOC

Name (Indicate Mr., Ms., Mrs.)

Ms. Brenda Sanchez Cossio

Street Address

702 N 5th Ave, Yakima, WA 98902

City, State and ZIP Code

Home Phone (Incl. Area Code)
(509) 381-2317

Date of Birth

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

MONSON FRUIT COMPANYNo. Employees, Members
201 - 500Phone No. (Include Area Code)
(509) 697-9175

Street Address

252 N Rushmore Rd, Selah, WA 98942

City, State and ZIP Code

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE

COLOR

SEX

RELIGION

NATIONAL ORIGIN

RETALIATION

AGE

DISABILITY

GENETIC INFORMATION

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

06-01-2019**03-01-2020** CONTINUING ACTION

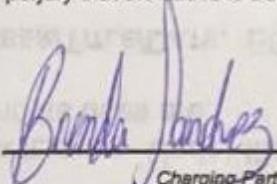
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I worked for Monson Fruit Company since September 2017 in their Selah warehouse. The General Manager Rafael Sanchez Sanchez began subjecting me to sexual harassment in June 2019, including repeatedly requesting that I have sex with him, making sexual comments to me, and promising me better terms and conditions of employment if I would have sex with him and/or have a sexual relationship with him. Despite letting him know that his conduct and comments were unwelcome, it continued. When I continued to refuse to comply with his requests for sex, he threatened to fire my spouse. Consistent with the threat Mr. Sanchez made to me for refusing to have sex with him, my spouse was fired in December 2019 from Monson Fruit Company.

I reported Mr. Sanchez's sexual harassment to a supervisor who shared it with another manager, but nothing was done in response. In addition, I am aware that Mr. Sanchez sexually harassed other female employees and that managers and/or supervisors were aware of this and nothing had been done to stop it. In addition, Mr. Sanchez was aware that I was pregnant and having difficulties with

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

7/31/20

Date

Charging-Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWEARN TO BEFORE ME THIS DATE
(month, day, year)

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heavy lifting and long periods of standing from about February to March 2020. Despite knowing about my pregnancy and need for accommodation due to the pregnancy, and in retaliation for rejecting his sexual advances, Mr. Sanchez subjected me to worse terms and conditions of employment, including assigning me heavier work, and refusing to provide me with accommodations that others who were not pregnant that were similar in their ability or inability to work were provided. Because of the continued sexual harassment and retaliation, and comments made by Mr. Sanchez that he would again be subjecting me to the requests for sex and/or sexual favors when I returned to work from maternity leave, my work conditions were intolerable and I could not and did not return to work following maternity leave.

Because of my sex (female and/or pregnancy), I was subjected to sexual harassment, pregnancy discrimination, retaliation for asking for accommodations for my pregnancy and/or refusing to comply with Mr. Sanchez's requests for sex, and constructive discharge, which I believe is in violation of Title VII of the Civil Rights Act, as amended.

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I declare under penalty of perjury that the above is true and correct.

7/31/20

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Date

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I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
 SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)